



COUNCILMEMBER CARL DeMAIO

FIFTH DISTRICT

CITY OF SAN DIEGO

MEMORANDUM

DATE: November 10, 2009

TO: Hadi Dehghani, Personnel Director
Nader Tirandazi, Financial Management Director

FROM: Tom Aaron, Budget and Policy Advisor, Council District 5

RE: Labor Cost Data Requests

As the city tries to regain its financial footing amidst significant budget challenges, our office maintains its steadfast commitment to identifying budget solutions. In particular, restoring sustainability to the city's labor costs remains one of our top priorities; as such reform represents a structural solution to the city's perennial budgetary shortfalls. To aid in our efforts to thoroughly evaluate the efficiency of city spending, please provide our office with the following:

Data on Salary Increases and Bonuses

- A listing of all employees who received any bonuses or step increases from July 1, 2008 through June 30, 2009. Please provide the same information for the period of July 1, 2009 to date.

Please include the name, department and classification of each relevant employee, as well as the dollar value of any bonus and/or step increase.

Furthermore, please provide the base salary for each employee that received a bonus in this time frame. In the case of step increases, please provide the salary before and after the step increase.

Data on Cost of City Fringe Benefits

- The FY 2010 version of the "Fringe Benefit" table provided for FY 2009. While an FY 2010 version of this table is provided by fund in the FY 2010 budget, our office has requested that the value of vacation provided to employees for FY 2010 also be included.

Data on Accrued Unused Vacation/Annual Leave Liability

- Annual vacation payouts for employees upon separation of service from city employment in FY 2005, FY 2006, FY 2007, FY 2008, FY 2009 and FY 2010 to date. If possible, please also include the anticipated total FY 2010 payouts. Please provide this in aggregate and per employee formats.
- The total value and/or hours of unused annual leave currently outstanding for city employees. In the FY 2008 CAFR, the city reports this liability in conjunction with sick leave as annual leave in a line item labeled "Compensated Absences." Please provide this data broken into vacation and sick leave components of "Compensated Absences."

Furthermore, given the reporting method for this liability described in the city's CAFR, please break this liability into two components:

- 1) The portion of the liability associated with employees currently eligible to receive termination payments.
- 2) The portion of the liability associated with employees who are expected to become eligible in the future to receive such payment upon termination of service.

Our office looks forward to contributing to the restoration of the city's financial health during these difficult budgetary circumstances. We appreciate your assistance in our efforts to comprehensively identify existing areas of opportunity for bringing labor costs to sustainable levels.